



## NANAIMO LADYSMITH PUBLIC SCHOOLS

### BOARD OF EDUCATION

### INFORMATION SHEET

DATE: January 26, 2022  
TO: Board of Education  
FROM: Scott Saywell, Superintendent  
SUBJECT: Vaccine Mandate

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#### Background

At the closed Board meeting on January 20, 2022, the Board passed the following motions:

- 1. That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) implement a vaccine mandate and direct the Superintendent to create, implement, and amend as necessary, a Proof of Vaccination Regarding COVID-19 Administrative Procedure to help protect the health and safety of both staff and students in accordance with the following:**
  - **The procedure will be consistent with the K-12 Sector Guidelines for Vaccination Policies and the BCPSEA Template Operations Procedure.**
  - **Appropriate employee representatives (including unions and joint health and safety committees), and parent, First Nations, Metis, Inuit, and community partners will be consulted.**
  - **The procedures will ensure the School District complies with its obligation to accommodate individuals who are legally entitled to accommodation for medical reasons or under the Human Rights Code of British Columbia or Canadian Charter of Rights of Freedoms.**
  - **The procedure will ensure the School District's privacy obligations are met.**
  - **That the finalized procedure and communication plan be implemented as soon as possible.**
- 2. That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) direct the Board Chair to make a News Release advising of the vaccine mandate and Proof of Vaccination Administrative Procedure as soon as possible.**

This Information Sheet is a brief outline of the administrative procedure created in response to the Board's direction.

#### Discussion

Attached as Appendix A is the draft Administrative Procedure: Proof of Vaccination Regarding COVID-19 (the "AP"), which is in alignment with the template provided to school districts by BCPSEA. It has been shared with the NDTA and CUPE Executives, First Nations, Metis and urban Indigenous partners and DPAC.

The goals of the AP include: increasing safety in our schools and workplaces, minimizing school closures and disruptions, reducing absenteeism, and increasing vaccination rates among District employees.

The AP applies to all District employees and contractors working on District sites, and requires that employees and contractors elect one of the following options:

- Provide proof of full vaccination by February 18, 2022;
- Agree to comply with twice per week rapid testing for COVID-19; or
- Take an unpaid leave of absence from work.

The AP provides a process for supported time away from work with pay for employees to attend vaccination appointments, and a process for employees to pursue medical, and other Human Rights, accommodations. We note that based on the procedures allowing for vaccination, rapid testing, or a leave of absence, we do not expect accommodations will be necessary.

The next step is for the District to give employees and contractors six weeks' notice of the AP taking effect, as this allows time for those who wish to, to become fully vaccinated. This timing lines up with the District's return from spring break, and we recommend an implementation date of March 28, 2022.

We also note that volunteers will be required to confirm their vaccination status. However, the District does not intend to offer alternatives to vaccination for volunteers.

The District will also be applying to the Provincial Health Service Authority to enroll in its Point of Care Screening Program (the "Program"). The District will be required to identify individuals to be trained for the responsibilities under the Program, in three roles: Coordinator, responsible for the overall administration of the local program; Tester(s), and Sample Collector(s). The District must have individuals trained to be responsible for the topics of: PPE, Sample Collection, Testing, eFORM, and Reporting and must adhere to the Program's requirements in these areas, and for daily set up and shut down of testing site(s). Sample collection can be done by trained individuals or done by self-collection by the testing subject.

## **Conclusion**

The AP implements the Board's motion, passed on January 20, 2022. The District can now proceed with communicating the implementation of the AP, with the vaccine requirements taking effect on March 28, 2022.

**Appendix A:** Draft Administrative Procedure: Proof of Vaccination Regarding COVID-19